



pennsylvania
HUMAN RELATIONS COMMISSION

2023

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

WEDNESDAY, JUNE 21, 2023
HOSTED AT THE WEITZMAN
NATIONAL JEWISH AMERICAN
MUSEUM
PHILADELPHIA, PA



KEYNOTE SPEAKER: FRED BAÑUELOS
FHLBANK PITTSBURGH, COMMUNITY
INVESTMENT BUSINESS DEVELOPMENT
MANAGER



HOUSING EQUALITY CONFERENCE

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HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

GREETINGS FROM

M. JOEL BOLSTEIN, ESQ.

PHRC COMMISSION CHAIR



I want to welcome everyone to the Pennsylvania Human Relations Commission's Housing Equality Conference. This year's theme is Putting the ACT in Fair Housing.

As you know, the Pennsylvania Human Relations Commission (PHRC) was created to enforce the PA Human Relations Act (PHRA). The PHRA gives the PHRC the power to investigate claims of housing discrimination. During the 2021-2022 financial year, we received 302 housing complaints, however we realize that there are countless more acts of discrimination that occur every year but go unreported.

To eradicate housing discrimination, we need to find long lasting solutions and also focus on the second part of the U.S. Fair Housing Act, the Affirmatively Furthering Fair Housing mandate. This requires our policy makers to make meaningful actions to end housing discrimination. Our hope for this conference is for you to walk away with ideas and motivation to promote meaningful change in how the commonwealth looks at housing justice.

This conference brings together everyone who cares about affirmatively furthering fair housing to help the PHRC develop policies and practices that address all aspects of housing- renting, homebuying, financing, development, local land use and development, and gentrification.

I'd like to thank everyone for joining with the PHRC in this effort. I'm sure we will all come away from this conference feeling even more committed to the cause of eliminating housing discrimination.

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

GREETINGS FROM

CHAD DION LASSITER, MSW
EXECUTIVE DIRECTOR, PHRC



It is my pleasure to welcome you to the PHRC's Housing Equality Conference.

The PHRC plays a key role in ensuring housing justice and opportunities for all citizens of the commonwealth. Having a place to live is a basic human necessity and right for everyone. Access to housing should come without artificial impediments and unwarranted bias based on race, religion, national origin, sex, handicap, or family status.

As the state's civil rights enforcement agency, the PHRC is dedicated to meeting the needs of the commonwealth. This past April, our Fair Housing and Commercial Property Division released a white paper, *The State of Fair Housing in the Commonwealth of PA*. I am proud of the work my team put into the research for this white paper. The recommendations and findings provide a framework for the commonwealth to ensure equitable housing.

I would like to thank our Director of Fair Housing and Commercial Property, Adrian Garcia; our Fair Housing Training and Outreach Coordinator, Brittany Mellinger; the Chair of our Social Justice Fair Housing Committee, Commissioner Mayur Patel; our distinguished speakers and planning committee; and everyone who helped to make this conference possible.

We are encouraged by your efforts and interest in affirmatively furthering fair housing in Pennsylvania and we appreciate you taking time out of your busy schedule to attend this year's conference. Thank you and I hope you leave today feeling energized and inspired!

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

GREETINGS FROM

ADRIAN GARCIA

DIRECTOR OF FAIR HOUSING & COMMERCIAL PROPERTY, PHRC



On behalf of the PHRC's Fair Housing and Commercial Property Division, I want to welcome you to the 2023 Housing Equality Conference. The Fair Housing and Commercial Property Division is committed to enforcing our state laws to protect equitable access to housing. Through the U.S. Fair Housing Act's Affirmatively Furthering Fair Housing mandate, it is our responsibility to take meaningful action to end housing discrimination.

In Pennsylvania, deep housing inequalities and active acts of discrimination exist. In April, we released a white paper that outlines a path forward, for not only the PHRC but the entire commonwealth. This report used data to show the impact of historic patterns of segregation, exclusion, disinvestment, and gentrification and provided recommendations for meaningful actions to truly put fair housing into action. Everyone deserves a safe, healthy place to live, regardless of race, color, sex, religion, national origin, disability, age, or familial status.

I want to thank our moderators, panelists, speakers, and staff for your participation and help in making this event possible. I am also appreciative of the Fair Housing Social Justice Committee, and its Chair, Mayur Patel; our Commission Chair, Joel Bolstein; and our Executive Director Chad Dion Lassiter, for their steadfast leadership in the development of this conference.

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

GREETINGS FROM
MAYUR PATEL, ESQ
CHAIR, PHRC FAIR HOUSING & COMMERCIAL PROPERTY COMMITTEE



Having a proper place to live is a basic necessity. Everyone deserves the safety, security, and wellbeing a home provides. However, 50 years after the passing of the Fair Housing Act, we still see discrimination in housing access and availability.

As the Chair of the Fair Housing and Commercial Property Committee, we are leading the PHRC beyond the traditional role of enforcement, by leading statewide discussions and events, like this one, regarding housing disparities experienced by those in protected classes.

One of the committee's missions is to work with the private and public sector to find collaborative ways we can ensure fair housing across the commonwealth. I am hopeful that today's conference will provide opportunities for real estate developers, property managers, bankers, engineers, local and state officials, and private and public agencies to have these collaborative discussions.

I want to thank the PHRC staff, our speakers, and all who are attending today's event for being passionate supporters of fair housing. Thank you for the work you do to affirmatively further fair housing. Together, we are working to provide everyone in Pennsylvania with a safe and healthy home.

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

PHRC COMMISSIONERS

PHRC is comprised of independent and nonpartisan commissioners, appointed by the governor and confirmed by the state Senate. The commissioners act as public liaisons, establish policies, and resolve some cases that are not settled voluntarily.



RADHESHYAM M. AGRAWAL, M.D.



MAYUR PATEL, ESQ., SECRETARY



M. JOEL BOLSTEIN, ESQ, CHAIR



ALEENA Y. SORATHIA, ESQ.



MICHAEL HARDIMAN, ESQ.



DR. RAQUEL O. YIENGST, VICE-CHAIR



HON. CURTIS JONES, JR.

HOUSING EQUALITY CONFERENCE

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TIME	TOPIC	SPEAKER/ORGANIZATION	LOCATION
8-9AM	Registration & Breakfast		First Floor
9-9:30 AM	Opening Remarks	<ul style="list-style-type: none"> • Chad Dion Lassiter, Executive Director, PHRC • M. Joel Bolstein, Chair, PHRC • Arthur Sandman, Chief of Staff, Weitzman National Jewish American Museum 	Dell Theatre
9:30-10:45 AM	Panel Discussion	<p><u>Gentrification: Balancing neighborhood improvements with neighbor preservation</u></p> <p>Moderator</p> <ul style="list-style-type: none"> • Angela McIver <p>Panelists</p> <ul style="list-style-type: none"> • Dr. Walter Palmer • Hon. Curtis Jones Jr. • Arlene Wayns 	Dell Theatre
11 AM - 12 PM	<p>Breakout Sessions</p> <ul style="list-style-type: none"> • 8 minutes to speak • 3 minutes for Q&A 	<p><u>Session 1A: The HEC Housing Huddle</u></p> <ul style="list-style-type: none"> • Martin Cunningham • Adrian Garcia • Chad Frey • Chad Dion Lassiter • Abraham Reyes Pardo • Rachel Wentworth <p><u>Session 1B: Neighbor to Neighbor Harassment under the PHRA</u></p> <ul style="list-style-type: none"> • Lyle Wood 	<p>1A: Concourse</p> <p>1B: Dell Theatre</p>

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TIME	TOPIC	SPEAKER/ORGANIZATION	LOCATION
12:15- 1:30 PM	Lunch & Keynote	<u>Keynote Address</u> <ul style="list-style-type: none"> Fred Bañuelos 	Fifth Floor
1:45- 2:45 PM	Breakout Sessions	<u>Session 2A: Supporting Survivors of Domestic Violence to Promote Safety and Housing Stability.</u> <ul style="list-style-type: none"> Tara Ulrich Maria Williams <u>Session 2B: Addressing Appraisal Bias- A Pennsylvania State Appraisal Certification Board Perspective</u> <ul style="list-style-type: none"> Ray. J. Michalowski 	2A: Concourse e 2B: Dell Theatre
2:45- 3 PM	Closing Remarks	<ul style="list-style-type: none"> Adrian Garcia 	Dell Theatre
4 PM	Museum Closes	The museum will be open throughout the day for viewing and touring. We ask all conference attendees to exit the museum by 4 pm.	Museum Exhibits

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M. JOEL BOLSTEIN PHRC COMMISSION CHAIR



M. Joel Bolstein was appointed to serve as Interim Chair of the PHRC on April 18, 2016, and named Chair in October 2018.

Bolstein is currently a partner in the law firm of Fox Rothschild, LLP, where his practice consists of environmental law and governmental affairs. His environmental practice focuses on brownfields redevelopment and the reuse of old industrial sites. Bolstein assists developers, including homebuilders, with environmental-related construction issues, including permit procurement, erosion and sedimentation controls, and environmental assessments and remediation. He also advises clients on permit and enforcement actions and regulatory compliance. He also represents buyers, sellers, lenders, and public entities in corporate and real estate transactions.

Bolstein's government affairs practice focuses on obtaining legislative, regulatory, and administrative solutions for clients at all levels of government. He has assisted clients on matters involving legislation, permits, enforcement actions, contracting, and procurement challenges.

Bolstein served three terms on the U.S. EPA's National Advisory Council for Environmental Policy & Technology. From January 1995 to July 1997, he was Deputy Secretary for Special Projects at the Pennsylvania Department of Environmental Protection. He was involved in a wide variety of areas, including permit and enforcement decisions and the development of policies and regulatory initiatives. He served as a trouble-shooter between the Department of Environmental Protection and the regulated community and worked on projects involving the reuse of industrial sites and the promotion of economic development. As Deputy Secretary, he managed the implementation of Pennsylvania's Land Recycling Act (Act 2 of 1995) and helped write the regulations for the land-recycling program. He also represented the commonwealth in the Republican Governors Association Task Force on CERCLA reform.

Bolstein is a former member of the American Bar Association's (ABA) Standing Committee on Environmental Law. He is also a past officer in the ABA's Section on Natural Resources, Energy, and Environmental Law (now SEER), and currently serves as vice-chair of the Committee on Innovation, Management Systems and Trading and the Committee on Science & Technology. He is listed as one of the top environmental lawyers in Pennsylvania in the Chambers Guide USA, Best Lawyers, and PA Super Lawyers.

In 1995, he received the Pennsylvania Department of Environmental Protection's Award for Excellence. In 1999, he was presented with the Excellence in Environmental Achievement Award from Bethlehem Steel Company for his work on the Bethlehem Works Project, the largest brownfield site in the country. In January 1999, Governor Ridge appointed Bolstein to a five-year term on Pennsylvania's Human Relations Commission, which is responsible for developing state policy and regulations and adjudicating claims alleging discrimination in the areas of housing, employment, and educational opportunities. He was reappointed by Governor Rendell in 2005 and 2010.

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CHAD DION LASSITER, MSW
EXECUTIVE DIRECTOR, PHRC



Chad Dion Lassiter is a National Expert in the field of American Race Relations. Mr. Lassiter has worked on race, peace, and poverty-related issues in The United States of America, Africa, Canada, Haiti, Israel, and Norway, and is called upon frequently by media outlets to provide commentary on race relations and potential solutions.

He is the current Executive Director of the Pennsylvania Human Relations Commission, where over his four years in this position, he has continued to push the Commonwealth forward in the spaces of DEI Training, Unconscious Bias Training, Anti-Racism Training and has developed and launched a 'No Hate in Our State Townhall' to address the surge of White Nationalism in Pennsylvania, a 'Social Justice Lecture Series' providing an outlet for the communities in the State to discuss imperative issues and serves as a Racial Reduction Response team for those communities impacted by hatred. He oversees a staff of 87 with three Regional Offices that comprise the 67 Counties in Pennsylvania and manages an annual budget of \$11 million dollars.

He has also developed programs under his appointment, such as a 'Global Social Justice Initiative,' 'Black and Jewish Beloved Community Dialogue,' and the 'College Race Dialogue Initiative.' Mr. Lassiter received his Master's degree from the University of Pennsylvania Graduate School of Social Work, where he was the A. Phillip Randolph Award winner in 2001 and was the recipient of the prestigious University of Pennsylvania's Dr. Martin Luther King, Jr. Community Involvement Award in 2008.

Mr. Lassiter is a co-founder and current president of the University of Pennsylvania's School of Social Policy & Practice's Black Men at Penn, the first Ivy League Black male group of social workers. Since 2003 this transcendent group has sought to recruit Black males into the profession, as well as, provide Anti-Racism and violence prevention training to urban and suburban schools around the country and diversity and inclusion training for corporate entities and penal systems.

Mr. Lassiter has been recognized by the Philadelphia Tribune as "The Most Influential African American Leader from 2010-2022", as "Who's Who among African-Americans" 17th edition in 2004 with such notables as Colin Powell and Michael Jordan.

On November 18th, 2019, Mr. Lassiter was inducted into the University of Pennsylvania's School of Social Policy and Practice Alumni Hall of Fame. On October 26, 2021, Mr. Lassiter was chosen as National Association of Social Workers, Pennsylvania Chapter Social Worker of the Year for 2021. Mr. Lassiter has also been recognized by City & State's 2022 Pennsylvania Fifty Over 50; City & State's 2022 Pennsylvania Impact 50 and City and State's Pennsylvania Power of Diversity: Black 100.

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FRED BAÑUELOS

FHLBANK PITTSBURGH, COMMUNITY INVESTMENT BUSINESS DEVELOPMENT MANAGER



Prior to joining the Bank in 2018, Mr. Bañuelos worked for the Harrisburg Housing Authority, where he managed operations for the Housing Choice Voucher Program, Public Housing Program, and Capital Improvement Program. Prior to that, he was Deputy Director for the Pennsylvania Department of Community and Economic Development and Executive Director of the Alliance for Building Communities, non-profit affordable housing development corporation.

Mr. Bañuelos is a member of several affordable housing organizations, including the Allentown Housing Authority Board of Commissioners, Regional Housing Legal Services, PNC Bank's CRA Advisory Committee, the Mid-Atlantic chapter of the National Association of Housing and Redevelopment Officials, and FHLBank Pittsburgh's Diversity and Inclusion Leadership Council. He is also a founding member of the Hispanic Chamber of Commerce of the Lehigh Valley.

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— — — The Shapiro Administration, — — —
the PA Department of State, the PA Real Estate Commission,
and the State Board of Certified Real Estate Appraisers

**ARE COMMITTED TO ENSURING ALL
PENNSYLVANIANS HAVE EQUITABLE
ACCESS TO FAIR HOUSING.**

Learn more about our fair housing roles:



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BALANCING NEIGHBORHOOD IMPROVEMENTS AND NEIGHBOR PRESERVATION

MORNING SESSION (9:30 - 10:45 AM)

The session will feature a panel discussion with a focus on the topic of gentrification. There is no doubt that a paradox exists when we talk about gentrification. On the one hand, it can desegregate neighborhoods, but it also can perpetuate segregation. Our goal with this panel discussion is to explore ways in which neighborhood improvements and neighborhood stabilization can co-exist.

Moderator:

Angela McIver, Fair Housing Rights Center of Southeastern PA

Panelists:

- Dr. Walter Palmer, Director, Palmer Foundation, a lecturer at University of Pennsylvania Graduate School of Social Policy and Practice
- Hon. Curtis Jones, Jr., Philadelphia City Councilmember and PHRC Commissioner
- Arlene Wayns, Regional Vice-President III, National Association of Real Estate Brokers (NAREB)

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ANGELA MCIVER

CEO, FAIR HOUSING RIGHTS CENTER IN SOUTHEASTERN PENNSYLVANIA



Angela McIver is a national leader and advocates for Fair Housing for all. Angela joined the Fair Housing Rights Center in Southeastern Pennsylvania as Chief Executive Officer in 2007. In 2016 and again in 2020, Angela became a member of the Pennsylvania Advisory Committee of the U.S. Commission on Civil Rights. Since 2018, she has served as a National Fair Housing Alliance board member. In 2019, Angela was designated a National Housing Fellow under the Strong Families Commission. Angela delivers housing commentary on Turning Life Corners on WPPM 106.5 FM radio. She has appeared on many media platforms, including KYW News radio, WHYY-FM 90.9, WITF/WURD 900 AM, WWDB 96.5 FM, 6abc Action News, NBC10 Philadelphia, Praise 107.9 FM, PBS News Hour, Reveal, Radio One Reopening Philly Radio Video Event, Bike and Build, and CNN.

Angela has 30 years of experience and serves as a systems analyst by developing customized business solutions, institutional and organizational networking, community partnerships, coalitions affecting adults, youths, and disabled persons, and identifying social intersections and solutions. Currently, Angela's status as a Certified Trauma-Competent Professional is pending. Once obtained, she will implement a national Trauma for Fair Housing and Advocates program.

Angela produced the two-time award-winning independent film *Life Isn't Fair*. In 2018, she created and released an independent docuseries entitled, 'Memoir of a Home: Meet the Brown Family that Revitalized Parkside Avenue,' a short biography featuring residents and a historical account of their address and community. She is working on the second installment, 'Memoir of a Home: The Untold Story of Doctors' Row and Gentrification in Philadelphia, Pennsylvania.'

In 2014, Angela received the Willow Grove Branch of the NAACP Humanitarian Award for Community Service. She earned a Bachelor of Science in Behavioral Science from Pennsylvania State University. Angela also earned a Master of Social Services and a Master of Law and Social Policy from Bryn Mawr College. In 2021, she completed training to become a national Standards for Excellence Licensed Consultant and PA Association of Nonprofits Consultant. In 2023, Angela became an honorary Philadelphia Metropolitan Board of Realist. She enjoys a host of family, friends, and the arts.

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HON. CURTIS JONES, JR.

PHILADELPHIA CITY COUNCILMEMBER & PHRC COMMISSIONER



The Honorable Curtis Jones, Jr. represents the 4th District of Philadelphia, Pa. Jones, Jr. is a champion for education and an ally for criminal justice and the environment.

Jones, Jr. led the charge to enforce new public safety regulations for fire escapes, create the Philadelphia Mortgage Diversion Program, which prevented thousands of residents from losing their homes, along with a second moratorium on Sheriff Sales during January 2011 to further protect, preserve, and defend the homes of Philadelphians, and The Philadelphia Internship Tax Credit, which will allow high school, college, and vocational students in Philadelphia to receive a stipend for their work. Jones, Jr. has collaborated with District Attorney Seth Williams and former Mayor Michael Nutter on the Witness Intimidation Law, which emphasizes the importance of eyewitness testimony in the justice system and a renewed commitment to protecting those who courageously step forward to report crime. Jones, Jr. also authored a law for 5 percent of Philadelphia's annual Community Development Block Grant to be used for Mixed-Use Property financing.

In addition, Jones, Jr. and the Office of Housing and Community Development launched a \$1 million pilot project for mixed-use developments all in his first term. Jones, Jr. established the Roxborough Environmental Control District to preserve the historic Manatawna Farm, wildlife habitat, and greenspace in Roxborough and is Philadelphia's leading advocate for the environmental and economic impacts of Marcellus Shale onto the city.

A noted expert on community-based economic development, Jones, Jr. has served in various public and private sector positions for more than two decades. Under his leadership, minority-, women-, and disabled-owned business entities have received more than \$583 million in municipal contract opportunities.

Jones, Jr. serves on numerous boards and executive committees, including the PHRC and Pennsylvania Crime & Delinquency Commission, both appointed by Governor Wolf. He also serves on the Criminal Justice Advisory Board (CJAB), as Co-Chair of Special Investigative Committee examining Philadelphia demolition procedures and operations, both appointed by Council President Darrell Clarke, the Pennsylvania Convention Center Authority's Minority Advisory Committee, the Please Touch Museum, the Mann Music Center, and as a President Gas Commissioner.

A recipient of numerous community and industry awards, Jones, Jr. is one of Overbrook High School's accomplished graduates. He has furthered his scholastic achievements by attending the University of Pennsylvania's Fels School of Government, completing studies at Boston University's A. C. C. A. program, and receiving a master's certificate in Contract Compliance in conjunction with the University of Alabama.

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DR. WALTER PALMER

**FOUNDER & DIRECTOR OF THE PALMER FOUNDATION, LECTURER AT THE
UNIVERSITY OF PENNSYLVANIA**



Walter Palmer is the founder and director of The Palmer Foundation, and a lecturer at the University of Pennsylvania Graduate School of Social Policy and Practice; where he has taught foundation courses in American Racism and Institutional Racism and Social Change since 1990. Professor Palmer has won the distinction of “teacher par excellence” throughout his many years of teaching.

He created the Black People’s University of Philadelphia (1954–1984) as an early prototype for preschool and adult independent and alternative education for contemporary America.

Walter Palmer is the founder and President of the Board of Trustees for The Walter D. Palmer Leadership Learning Partners Charter School, the first (national prototype) school focused on leadership, social justice, and character development for students in pre-kindergarten through twelfth grade.

He is also the founder of The Black Men at Penn, School of Social Work, Inc. and founder of The Center on American Racism and Social Justice at the School of Social Policy and Practice, where he is the driving force behind the campaign to raise \$1,000,000 to endow the Center.

During the era of the civil rights and Black Power movements, Walter Palmer, was recognized nationally as the premiere grassroots organizer for successfully organizing city, state, and national political campaigns, protest campaigns, and grassroots community projects, such as, the MOVE crisis, Model Cities, public health, community mental health, gang and anti-violence projects in Philadelphia and across the country. In 2005 Walter Palmer worked on a health literacy project with the Philadelphia College of Physicians, the University of Pennsylvania Schools of Medicine, Nursing, Social Policy and Practice, the Philadelphia public schools and West Philadelphia residents. This project utilizes innovative technology through an interactive website, Philly Health Info, designed by The Philadelphia College of Physicians, to provide residents health education.

Walter Palmer is a graduate of the University of Pennsylvania School of Cardio-Pulmonary Care. He was a Director of Cardio-Pulmonary Care at Children’s Hospital of Philadelphia from 1957 – 1967. He is a current Fellow in the Philadelphia College of Physicians. He received his Juris Doctorate degree from Howard University and law clerked for Community Legal Services upon graduation.

He received his bachelor’s degree in secondary education from Cheyney State University; and was certified in history and social studies. He also studied business administration at Temple University as well as radio, television production, and direction.

Walter Palmer has achieved a lifetime of awards and recognition and has amassed over 1,000 medals, plaques, trophies, and certificates of acknowledgement and appreciation in community services, academics, athletics, health, law, social justice, and leadership.

In 2005 the Walter Palmer Leadership Charter School was named after him and in 2007 the Walter Palmer Library and Museum was dedicated to house a 5,000 book collection along with two hundred volumes of materials on leadership, self-development, and social justice.

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ARELENE WAYNS

PRESIDENT AND FOUNDER, RELIANCE REALTY, LLC



Arlene Wayns is the President and founder of Reliance Realty, LLC a Pennsylvania minority-owned and operated full service real estate firm serving Philadelphia, and Eastern Montgomery Counties. The company was founded in 2003 and built on the strength of a seasoned professional with high standards and strong advocacy skills. Arlene has maintained a positive presence in the Philadelphia business industry. Reliance Realty offers residential, commercial, investment, property management, rentals and housing consultant services. Arlene Wayns is a sought after Pennsylvania licensed real estate Broker with more than twenty-five consecutive years of experience in the real estate industry.

In 2015, she became Regional Broker of rentals and Valuations in the MSA of Philadelphia, PA. for Altisource, Inc. Altisource is a national organization providing services and technology for the mortgage and real estate industries. In 2017, she was awarded a contract with the Philadelphia Housing Authority to provide real estate and related services. The Philadelphia Housing Authority is the largest housing agency in the commonwealth of Pennsylvania and fourth largest in the nation.

She is a HUD certified Property Manager, (PHM) and Accredited Resident Manager, (ARM) certified by the Institute of Real Estate Management, Inc and CPM candidate. She graduated from Temple University with a bachelor's degree in Urban Studies, attended Temple University's post graduate school of Housing Management Institute, Temple University's Fox School of Business, and attended the master's program at Temple University in Social Administration. She is a noted successful professional in Marquis, 'Who Who's of America Women,' Marquis 'Who's Who in Finance and Industry.' and Marquis 'Who Who's of Emerging Leader in America.' In July of 2018, Arlene became a candidate for lifetime achievement award for Marquis, 'Who's Who in America.'

In 2014, Arlene Wayns was installed as the 36th President of the Philadelphia Metropolitan Board of Realtors, the local chapter of the National Association of Real Estate Brokers, the oldest African American Trade Association in America, promoting democracy in housing. She has provided many years of services to the organization as Vice President and member of the Women's Council. In July of 2018, she was elected to the Board of Directors of the National Association of Real Estate Brokers as Regional Vice President of Region III.

Arlene Wayns is an accomplished real estate, social service, and health care executive who has served in various capacities; Broker/Owner of Real Estate, Instructor/Trainer, Executive Director for a multi-dimensional elder health care facility, successful managing Director of HUD funded programs and services for low and moderate-income families, and Senior Service provider in the Philadelphia area. Arlene Wayns was selected as a Pennsylvania congressional delegate to the White House Conference on Aging under President Clinton's Administration. She has continually served as a willing advocate for social and economic change for minorities.

HOUSING EQUALITY CONFERENCE

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The PA Department of Human
Services commends our partner

Pennsylvania Human Relations Commission

in the continual commitment to ensure
and increase access to equitable and fair
housing opportunities for all of our
Commonwealth neighbors.



pennsylvania
DEPARTMENT OF HUMAN SERVICES



HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

FAIR HOUSING HUDDLE

BREAKOUT SESSION 1A (11AM-12PM)

This lightning session will be comprised of five to eight speakers who will provide high-energy, targeted sessions on a specific fair housing topic. Each speaker will have eight minutes to speak and three minutes for Q&A.

Speakers & Topics:

- Martin Cunningham, Interim Chief Counsel, PHRC - Prompt Judicial Action
- Adrian Garcia, Director Fair Housing & Commercial Property, PHRC - State of Fair Housing in the Commonwealth
- Chad Frey, CEO, Neighboring Group - Origins, status, and goals of the Neighboring Group's initiatives
- Chad Dion Lassiter, Executive Director, PHRC - Discrimination, Human Brokenness & The Beloved Community
- Abraham Reyes Pardo, Housing Director, Urban League of Philadelphia - Homebuying Program
- Rachel Wentworth, Executive Director, Housing Equality Center of PA - Settlement: A Case Study

NEIGHBOR TO NEIGHBOR HARASSMENT UNDER THE PHRA

BREAKOUT SESSION 1B (11AM-12PM)

This session will explain the delicate process of investigating a Neighbor-to-Neighbor Discrimination Complaint. The speaker will explain how the PA Human Relations Commission investigates and adjudicates these cases.

Presenter:

Lyle Wood, Pittsburgh Regional Director, PHRC

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MARTIN CUNNINGHAM, ESQ INTERIM CHIEF COUNSEL, PHRC



Martin Cunningham, is a civil rights attorney in Harrisburg, and presently serves as the Interim Chief Counsel of the Pennsylvania Human Relations Commission (PHRC). Attorney Cunningham was born in 1968, a time of change and turbulence within the civil rights movement, and his parents gave him the name "Martin". He does not think that this fact happened by accident and has always felt that it was this connection to past icons that helped to draw him to serve for the past eighteen years with the

PHRC, the Commonwealth's pre-eminent civil rights enforcement agency. He graduated with a BA from Pennsylvania State University and earned his juris doctorate from the University of Akron School of Law. He is admitted to practice law before the Pennsylvania Supreme Court and United States Federal Middle District Court of Pennsylvania.

As an attorney with PHRC, Mr. Cunningham has successfully litigated a wide range of discrimination matters, both prosecution and employment defense and holds particular experience in ADA Compliance. His practice has also included the drafting of contracts to assist the PHRC in retaining many incredible public figures and intellectuals to benefit the mission of the PHRC to seek to eradicate unlawful discrimination and has served as a legal education course planner and trainer on various discrimination topics.

He has mentored and supervised less experienced attorneys at the PHRC and in addition to his current role as Interim Chief Counsel, he has also previously served in this capacity April through September of 2019.

CHAD FREY CEO, NEIGHBORING GROUP



Chad Frey is the CEO of the Neighboring Group, a Pennsylvania based consulting company that empowers neighbors and neighborhoods by increasing their access to various forms of capital. In this role, much of Chad's time is given to creating diverse teams that advance "neighboring" as a verb with public education partners, local municipal government leaders, and faith-based community partners.

Chad is also the President of the Neighboring Academy which creates a pathway for homeownership for senior high students in the Steelton-Highspire School District. He has over 20 years of higher education experience where he has received national recognition by the White House Office of Faith-Based and Neighborhood Programs, U.S. Department of Education and Corporation for National Community Service (CNCS) for a variety of community engagement initiatives that implemented collective impact principals for K-12 student achievement. Chad received his B.A. from Messiah College in Biblical Religious Studies and a M.A. in Higher Education from Geneva College with a concentration in religion and philosophy. He currently volunteers on several boards and committees. Chad was born in Lancaster County but currently lives in downtown Harrisburg, PA.

HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

ADRIAN GARCIA

**DIRECTOR OF FAIR HOUSING & COMMERCIAL PROPERTY,
PHRC**



Adrian Garcia serves as the Pennsylvania Human Relations Commission's Director of Fair Housing and Commercial Property Division and has enjoyed a long career focused on assuring equal consideration and representation in a wide variety of industries - human relations, advertising, marketing, insurance, and financial products. Garcia has extensive experience advancing fair housing initiatives through non-profit

leadership and governmental service, developing resources, offering trainings, and building coalitions. In addition to his role in ensuring compliance in housing investigations under the Pennsylvania Human Relations Act, Garcia provides relevant, tailored fair housing trainings, discussions, and workshops designed to engage diverse audiences across communities and industries throughout Pennsylvania with a part to play in advancing housing opportunities. Adrian Garcia received Certification as Fair Housing Specialist from the National Center for Housing Management, and a Martin Luther King Jr. Leadership Institute Scholar, and host of PHRC Speaks: Fair Housing in the 21st Century aired on Pennsylvania Cable Network.

For his work in various communities across the nation and here at home, Adrian has received the following awards:

- NAACP Image Award for Business, Roanoke, VA
- Frank C Sumy Award from the Urban League of Lancaster
- LULAC Leadership Award, Memphis, TN
- Compañeros Award, Atlanta, GA
- Community Stewardship Award, AUSA, Roanoke, VA
- Innovator Award, Lancaster, PA
- City and State's 50 Over 50 2021 PA Power List

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Putting the ACT in Fair Housing

ABRAHAM REYES PARDO

DIRECTOR OF HOUSING, URBAN LEAGUE OF PHILADELPHIA



Abraham Reyes Pardo has twelve years of experience in the affordable housing arena. Some of his previous collaborations include the Fannie Mae Mortgage Help Centers and the Arizona Mortgage Relief Fund.

In 2016 he joined Affordable Housing Centers of Pennsylvania, a HUD-approved housing counseling agency dedicated to address the needs of residents of North and Northeast Philadelphia.

As of 2019, he serves as the Director of Housing at the Urban League of Philadelphia, a Civil Rights organization seeking to empower African Americans and other underserved communities.

RACHEL WENTWORTH

EXECUTIVE DIRECTOR, HOUSING EQUALITY CENTER OF PA



Rachel Wentworth joined the Housing Equality Center staff in 2000. Before becoming the Executive Director, Rachel served as both the Assistant Director and as the Test Coordinator.

Rachel has 22 years of experience fair housing including complaint intake, test coordination and investigation in the areas of rental, sales, insurance, mortgage lending, and design and construction, conducting fair housing trainings and workshops for a variety of audiences, and technical assistance on zoning and land use and fair housing compliance to local governments. Prior to joining the Housing Equality Center, Rachel was a test coordinator at the Greater New Orleans Fair Housing Action Center.

She holds a B.A. in Sociology from Hiram College and a Master of Community and Regional Planning from Temple University.

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LYLE WOOD

PITTSBURGH REGIONAL OFFICE DIRECTOR, PHRC



Lyle Wood is the Director of the Pittsburgh Regional Office of the PA Human Relations Commission, where he directs the enforcement of the Pennsylvania Human Relations Act overseeing 26 counties in Western PA.

Wood was a member of the first wave of African American students to integrate Pittsburgh's public elementary and secondary schools. By the end of his junior year, he was elected Taylor Allderdice High School's first African American student government president, serving during his senior year.

While a student at the University of Pittsburgh, majoring in History, Wood was active in many areas. He joined Alpha Phi Alpha fraternity, earned a varsity letter in track and field and was the first African American Secretary American Secretary of the Inter Fraternity Council.

He was the NAACP fundraising Chair, the co-chair of the West African Drought Relief Fund and a Fulbright Grantee for Project Afghanistan sponsored by the University of Pittsburgh, studying at the University of Kabul. Lyle was selected as a Who's Who Among Students in American Universities and Colleges.

Before coming to the Commission, Wood was a General Manager in the property management division of builder/developer Crossgates, Inc. Subsequent to his four years at Crossgates, Inc. Wood also worked as the senior housing counselor at the Urban League of Greater Pittsburgh's, County Housing Counseling unit assigned to comprehensive housing counseling issues and conducted default/delinquent mortgage counseling for eight years.

On January 19, 1989, Wood began with the Pennsylvania Human Relation Commission as an investigator, investigating housing related discrimination complaints. He was appointed Investigative Supervisor, expanding to all other areas within the Commission's jurisdiction. He has served as Regional Director since July 2016.

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SUPPORTING SURVIVORS OF DOMESTIC VIOLENCE TO PROMOTE SAFETY AND HOUSING STABILITY

BREAKOUT SESSION 2A (1:45-2:45PM)

In this session, the Pennsylvania Coalition Against Domestic Violence will present on the policy issues that affect domestic violence victims and programs that are very far-reaching—from criminal law, to economic justice, to public funding for shelters and programs.

Presenters:

- Tara Ulrich, Community Engagement Specialist, Pennsylvania Coalition Against Domestic Violence
- Maria Williams, Director of Housing, Pennsylvania Coalition Against Domestic Violence

ADDRESSING APPRAISAL BIAS- A PENNSYLVANIA STATE APPRAISAL CERTIFICATION BOARD PERSPECTIVE

BREAKOUT SESSION 2B (1:45-2:45PM)

This session will help you:

- understand what a real estate appraisal is and how it can be negatively impacted by historic, systemic and personal sources of bias and discrimination.
- learn how to spot suspected appraiser bias and where and how to report your concerns.
- understand the actions being taken by State and Federal appraisal regulators to address appraisal bias issues in the short and long term.

Presenter:

- Ray J. Michalowski, Senior Prosecutor in Charge, Pennsylvania Department of State

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TARA ULRICH

**COMMUNITY ENGAGEMENT SPECIALIST, PENNSYLVANIA COALITION
AGAINST DOMESTIC VIOLENCE**



Tara Ulrich began working in the movement to end domestic violence as a Community Educator in 2013, providing domestic violence and sexual violence prevention education to community members. Shortly after, Tara became director of a HUD-funded transitional housing program for women combatting substance use disorders and experiencing homelessness.

Tara has continued her work at the intersections of trauma, homelessness, and substance use by operating other successful DV Housing First programs, as well as other housing modalities that support survivors. Most recently, Tara's work has taken her to the Pennsylvania Coalition Against Domestic Violence where she supports member programs in implementing and administering DV Housing First programs throughout the state.

MARIA WILLIAMS

**DIRECTOR OF HOUSING, PENNSYLVANIA COALITION AGAINST
DOMESTIC VIOLENCE**



Maria Williams is the Director of Housing at the Pennsylvania Coalition Against Domestic Violence. She specializes in the development and implementation of housing strategies, funding, and flexible direct service supports for survivors.

Maria provides training and technical assistance to both domestic violence programs and housing organizations in Pennsylvania, and across the country, that are creating survivor driven, trauma informed services and innovative emergency and longer-term housing initiatives.

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RAY J. MICHALOWSKI

**SENIOR PROSECUTOR IN CHARGE, PENNSYLVANIA
DEPARTMENT OF STATE**

Ray J. Michalowski, Esq., is a graduate of the Widener University School of law, earning his J.D. in December 2000. He previously earned his BA in Medical Technology from Thiel College in 1987, and a M.S. degree in Immunology/Microbiology from the University of Rochester in 1991.

Prior to entering service with the Commonwealth of Pennsylvania as a Prosecuting Attorney with the Bureau of Professional and Occupational Affairs in 2007, Ray worked in private practice at Caldwell & Kearns, P.C., handling a diverse array of legal matters, with an emphasis on healthcare, real estate, business, and professional licensing law.

Since 2012, Ray has been a Senior Prosecutor with the Department of State supervising a team of 8-10 prosecuting attorneys plus legal support staff handling all disciplinary and application matters for multiple high-complexity health and business-related licensing Boards and Commissions, including Pharmacy, Funeral, Engineering/Geology/Land Surveying, Architecture, Real Estate, and Real Estate Appraising.

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PUTTING THE ACT IN FAIR HOUSING

Steps you can take

- Education: attend housing equality trainings and conferences (like this one).
- Show up for fair housing in your community! Learn about your local ordinances, zoning, and community development plans; attend local meetings; and show support for innovative housing plans that address housing needs in your community (i.e. accessory dwelling units and shared housing).
- Connect housing professionals and community members with fair housing resources.
- Contact your legislators about fair housing legislation. Scan the QR code below to find your legislators.



HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

PHRC FAIR HOUSING WHITE PAPER

- The PHRC Fair Housing Division developed and published, “The State of Fair Housing in the Commonwealth of PA,” a white paper looking at fair housing barriers and solutions in Pennsylvania.
- If you’re interested in learning more and engaging in this work, scan the QR code below.



PENNSYLVANIA FAIR HOUSING COMPLAINT INFORMATION

- If you believe you’ve experienced unlawful discrimination in housing, employment, education, or public accommodations, you can file a complaint with the PHRC.
- You can start the process in several ways:
 - Call (717) 787-4410.
 - Complete a questionnaire and submit it to the PHRC by email, mail, or fax.
- More information is available on the PHRC website. Scan the QR code to learn more.



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PA FAIR HOUSING COLLABORATIVE & AFFH TASKFORCE

PA FAIR HOUSING COLLABORATIVE

This is a gathering of fair housing education and enforcement agencies and organizations that serve throughout PA. The PHRC would like to thank the member agencies of this working group for their commitment to working towards housing justice for Pennsylvania residents:

- o Commission on Human Relations - City of Pittsburgh
- o Fair Housing Law Center at Southwest Legal Services
- o Fair Housing Partnership of Greater Pittsburgh
- o Fair Housing Rights Center of Southeastern PA
- o Housing Equality Center of Pennsylvania
- o Tenfold

AFFIRMATIVELY FURTHERING FAIR HOUSING TASKFORCE

- The Affirmatively Furthering Fair Housing (AFFH) Taskforce works to share innovative ideas, initiatives, outreach and programs that expand access to fair housing knowledge and opportunities.
- Co-founded by the Fair Housing Law Center at Southwest Legal Services and the PHRC, this group is comprised of state, county, and municipal agencies that meet quarterly to expand collective knowledge and impact change.
- If you are interested in learning more about this group, contact Adrian Garcia (Adrgarcia.pa.gov).

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pennsylvania
INSURANCE DEPARTMENT

**Do you feel you have been
wrongly discriminated against
in the insurance marketplace?**

**Please file a complaint with the
Pennsylvania Insurance
Department**

**Submit your question or complaint
online at: www.insurance.pa.gov**

**Toll Free Consumer Hotline:
1-877-881-6388**



HOUSING EQUALITY CONFERENCE

Putting the ACT in Fair Housing

FAIR HOUSING EMPOWER HOUR

- Free monthly webinars on fair housing topics.
- These are practical, informational sessions designed to equip housing professionals, social service providers, and community members with the information they need to understand the basics of fair housing laws and protections.
- Upcoming trainings:
 - June 28, 12-1 p.m. Fair Housing Fundamentals I
 - July 26, 12-1 p.m. Fair Housing Fundamentals II
 - August 30, 12-1 p.m. National Origins Protections
 - September 27, 12-1 p.m. LGBTQ+ Protections

SUMMER 2023

FAIR HOUSING EMPOWER HOUR



FAIR HOUSING FUNDAMENTALS

June 28, 12-1 pm

Learn key information about fair housing laws in Pennsylvania, including residents' rights and housing providers' responsibilities. Register [here](#).



FAIR HOUSING FUNDAMENTALS

JULY 26, 12-1 pm

Join us for an hour training about protections offered under the Fair Housing Act and the PA Human Relations Act. Register [here](#).



NATIONAL ORIGIN PROTECTIONS

AUGUST 30, 12-1 pm

Learn about what housing discrimination based on national origin looks like. Register for this online training [here](#).



LGBTQ+ & HOUSING RIGHTS

SEPTEMBER 27, 12-1 pm

Join us for an hour training related to the LGBTQ protections offered under the PA Human Relations Act and the Fair Housing Act. Register [here](#).



FREE VIRTUAL TRAININGS - ALL ARE WELCOME!

Questions? Email hcmallinger@hrc.pa.gov |  Site : www.pahrhc.hrc.pa.gov

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PHRC SPEAKS: FAIR HOUSING IN THE 21ST CENTURY



**PHRC Speaks:
Fair Housing
In the 21st Century**

**Airs Sundays at
3 p.m.**

 **Adrian Garcia, Show Host**
Director, Fair Housing &
Commercial Property, PHRC

PCN
pcntv.com

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- Broadcast program that explores programs, policies, and issues that impact fair housing opportunities for Pennsylvanians.
- Airing the 1st and 3rd Sunday of the month at 3:00 p.m. on PCNtv.
- We just wrapped up our 4th season. To check out recent episodes, scan the QR code.
 - Topics included:
 - Addressing the Housing Affordability Crisis
 - Expanding Protections for LGBTQ+ Pennsylvanians
 - Gentrification & Housing Justice
 - And more!



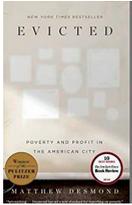
Stay tuned for Season 5, coming to PCNtv later this year!

- December 3, 17, 31
- January 14, 28
- February 11, 25
- March 10, 24
- April 7

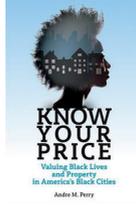
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FAIR HOUSING READING LIST



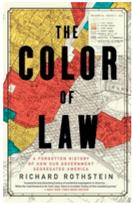
Evicted
Matthew Desmond



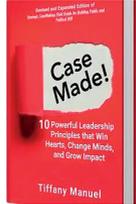
Know Your Price
Dr. Andre Perry



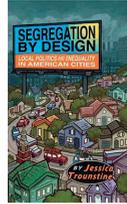
Fixer-Upper
Jenny Schuetz



The Color of Law
Richard Rothstein



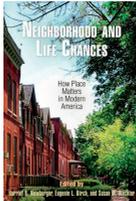
Case Made!
Dr. Tiffany Manuel



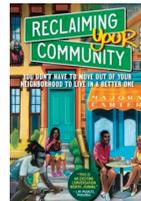
Segregation by Design
Jessica Trounstein



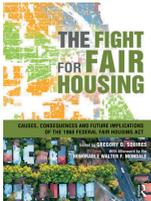
Perspectives on Fair Housing
Vincent J. Reina, Wendell E. Pritchett,
Susan M. Wachter, Marc Morial



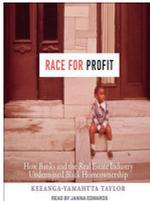
Neighborhood & Life Chances
Harriet B. Newburger, Eugenie L. Birch,
Susan M. Wachter



Reclaiming your Community
Majora Carter



The Fight for Fair Housing
Gregory Squires



Race for Profit
Keeanga-Yahmatta Taylor

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2023 TRAINING PROGRAMS



Are you looking for an informed presenter to speak to your community or organization on subjects affecting their ability to live, work, and learn free from discrimination? PHRC trainers are available to present a variety of social justice programs.

Civil Rights and Filing a Complaint

- Civil Rights Law and PHRC Jurisdiction
- PHRC Overview & How to File a Complaint
- Disability & Reasonable Accommodation

Preventing Discrimination in the Workplace and Schools

- Cross-cultural Communication
- Conflict Resolution
- Sexual Discrimination in the Workplace
- Sexual Harassment Prevention
- Preventing Bullying and Harassment
- SPIRIT Training

Bias, Diversity, Equity and Inclusion

- Unconscious Bias
- Diversity, Equity, & Inclusion (DEI)
- Diversity & Cultural Professionalism
- Bias and Hate Crimes
- Implicit Bias for Law Enforcement

Fair Housing Rights

- Fair Housing Fundamentals
- Fair Housing for LGBTQ+ Individuals
- Fair Housing for Municipal Leaders
- Fair Housing & Criminal Backgrounds
- Fair Housing & Domestic Violence
- Fair Housing & Individuals with Disabilities
- Fair Housing & Hoarding
- Service & Support Animals
- Fair Lending
- Affirmatively Furthering Fair Housing
- Redlining: Yesterday & Today



To learn more, contact bmellinger@pa.gov or classiter@pa.gov, or fill out an online request at <https://www.phrc.pa.gov/EducationandOutreach/>

[PHRC.pa.gov](https://www.phrc.pa.gov)

HOUSING EQUALITY CONFERENCE

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ADVISORY COUNCILS



- Advisory Councils serve to connect PHRC resources and information to communities throughout PA, raising awareness about all Pennsylvanians' rights to live, work, and learn free from unlawful discrimination.
- The active Advisory Councils:
 - Adams County
 - Centre County
 - Cumberland County
 - Indiana County
 - Hazleton
 - Philadelphia
 - Penn Hills
- While PHRC is active throughout Pennsylvania, local leaders have a much keener sense of the urgent issues, needs, and priorities of their communities. Advisory Councils bridge that gap by:
 - Advocating for their communities.
 - Assisting community members with filing complaints.
 - Planning events, trainings, and discussions that educate their communities and celebrate the diversity within their communities.
- Want to learn more about joining or starting a council? Contact Brittany Mellinger bmellinger@pa.gov or Khera Bowman at kbowman@pa.gov, or scan the QR code below.



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SOCIAL JUSTICE AMBASSADOR PROGRAM

A PHRC Social Justice Ambassador is appointed by the PHRC, to serve as an extension of its outreach effort within the community. The Ambassador acts on a nonpartisan basis to assist the commission in exploring training, outreach, and event opportunities in their respective community to further its mission in the areas of employment, housing, public accommodations, and education. In so doing, the Ambassador will function as a commission liaison in promoting awareness of the existence and purposes of the Pennsylvania Human Relations Act and the Pennsylvania Human Relations Commission. Additionally, the Ambassador will facilitate potential venues where trainings, meetings, and other outreach events can be held within their community.

BECOME A SOCIAL JUSTICE AMBASSADOR

APPLY TODAY

PHRC envisions having a Social Justice Ambassador for each county in Pennsylvania to serve that area's unique community needs. Each Ambassador will be appointed by the PHRC to serve as a liaison and an extension of its outreach effort within a community.

LEARN MORE AT
WWW.PHRC.PA.GOV



 pennsylvania
HUMAN RELATIONS COMMISSION



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THANK YOU TO OUR HOST



WEITZMAN NATIONAL MUSEUM OF AMERICAN JEWISH HISTORY

HISTORY

Established in 1976, and situated on Philadelphia's Independence Mall, the Weitzman National Museum of American Jewish History is the only museum in the nation dedicated exclusively to exploring and interpreting the American Jewish experience. The Museum was originally founded by the members of historic Congregation Mikveh Israel, which was established in 1740 and known as the "Synagogue of the American Revolution."

The Museum has long been a vital component in the cultural life of Philadelphia. During the course of its history, a broad regional audience have been drawn to the Museum's public programs, while exploring American Jewish identity through lectures, panel discussions, authors' talks, films, children's activities, theater, and music.

The Museum has displayed more than a hundred exhibitions in its first three decades-plus of existence. As the repository of the largest collection of Jewish Americana in the world, with more than 30,000 objects, the Museum has developed extensive institutional experience in preservation, conservation and collections management supporting the fulfillment of its mission to preserve the material culture of American Jews.

Learn more about Weitzman National Museum of American Jewish History at theweitzman.org.



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THANK YOU

We are very grateful to the Fair Housing Social Justice Committee, who provided valuable contributions to the planning process for this event.

Special thanks to:

Amanda Brothman
Ronnessa Edwards
Robert Lindsey
Samantha Lopez
Taiwan Martinez
Brittany Mellinger
Todd Schwartz
Carrie Simmons
Joel Bolstein, PHRC Chair
Adrian Garcia, Staff Liaison
Chad Dion Lassiter, Executive Director
Mayur Patel, Committee Chair



2023  pennsylvania
HUMAN RELATIONS COMMISSION

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JOIN US NEXT MONTH

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HUMAN RELATIONS COMMISSION

2023 disABILITY CONFERENCE

Everyone has the right to be
successful in the workplace!



SCAN TO REGISTER &
VIEW SCHEDULE

-  Date: Thursday, July 20, 2023
-  Time: 9 AM - 4 PM
-  Conference will also be livestreamed
-  Location: Harrisburg Hilton
One North Second Street, Harrisburg
-  CONTACT: Ambrothman@pa.gov

with
Keynote
Address by
Michael Kiel



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